

**REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE
ARIZONA STATE SCHOOLS FOR THE DEAF AND THE BLIND
UNCONFIRMED MEETING MINUTES
MARCH 5, 2009
CAREER AND TECHNICAL EDUCATION (CTE) BUILDING, ROOM 160,
ASDB TUCSON CAMPUS, 1200 W. SPEEDWAY, TUCSON, AZ 85745.**

I. Call to Order and Roll Call

Board President Sherri Collins called the meeting to order at approximately 4:10 p.m.

Present: Cliff Rowley, Frank Hernandez, Ray Mungaray, Orlenda Roberts, Sami Hamed, Kacey Gregson

Present Via Telephone: Mary Michaelis, Kacey Gregson, and Michael Williams (connected at approximately 4:12 p.m.)

Also present: Kim Anderson (physically present) and Jennifer Pollock (connected via speakerphone at approximately 5:15 p.m.) of the Arizona Attorney General's Office.

II. President's Report/Summary of Current Events

Sherri Collins thanked Orlenda Roberts for past service as Board President; explained the process she will use in presiding over Board meetings; reported Superintendent Harold Hoff was at Legislative Budget Hearing and Assistant Superintendent Robert Hill was present in the absence of Dr. Hoff.

Michael Williams connected to the meeting at approximately 4:12. p.m.

Ms. Collins reviewed some of the efforts underway to oppose budget cuts to ASDB and announced the Deaf Summit to bring together key leaders throughout the State of Arizona.

III. Superintendent's Report /Summary of Current Events

Robert Hill introduced Principal Nancy Amann to share one of ASDB's success stories.

A. Special Report re Student Science Fair – Principal Nancy Amann

Dr. Nancy Amann informed the Board of awards given to ASDB employees. Dr. Amann introduced (1) Science Teacher Eva Woltman who explained the educational benefits to students by participating in the Science Fair, and (2) Supervising Teacher Kelly Birmingham who narrated a slide presentation from the deaf science fair in Rochester.

B. Assistant Superintendent's Report – Assistant Superintendent Robert Hill

Robert Hill reviewed student successes at the NTID science fare, encouraged viewing of the science fair boards displayed in the Board meeting room, explained science is part of AIMS testing, and the plans to work on the science curriculum.

Nancy Amann informed the Board about the School for the Blinds plan to hold a Heritage Day and introduced Case Manager Karen Gudelman, and ASB senior student Katarina

Honyumptewa, who explained the Heritage Day events on March 19, 2009 from 10:00-4:00. They passed out a flyer encouraging all to attend and thanked the Board for their support .

Robert Hill provided a summary of current events including but not limited to: The efforts underway in the staff development office to grow ASDB staff at minimal cost in light of ASDB's budget constraints. The use of expertise within the agency is one of the ways ASDB is minimizing costs. Certification concerns (178) have been reduced (to 13). Agencywide. Acknowledged hard work of human resources staff, supervisors and staff to attain certification requirements. Academic success of our students and ASDB's involvement in 18 research projects across US. ASDB continued nationwide leadership in deafness and blindness. Shared successes in athletic programs in Tucson and Phoenix. Thanked Superintendent Hoff for his efforts in obtaining funding for the new building where Board meeting held. Talked about the Readathon. Significantly reduced episodes or meltdowns of students from 238 to 35/year, noting that accomplishments are not just educational but are behavioral as well.

C. Financial Update

This item was delayed in anticipation of Dr. Hoff's arrival.

D. Legislative Update for Consideration and Possible Action

This item was delayed in anticipation of Dr. Hoff's arrival.

Sherri Collins spoke to the issue.

IV. Public Comment on Agenda Items **

Board President Collins allowed each speaker 4 minutes to speak.

Chuck Foy, CWA Political Director, spoke to agenda item III.C. stating significant progress has been made on legislation involving probation and discipline of ASDB employees. Based upon the recommendations of the Superintendent's Probation Committee, an amendment to legislation has been prepared to reflect two years initial probation for certified teachers with a potential for an additional one year for certification issues that crop up. Mr. Foy thanked Mike Williams for his help. He also thanked the Superintendent's Committee and the Board.

At this time it was noted that Michael Williams was no longer connected to the meeting (4:35 p.m.).

Chuck Foy, CWA Political Director, spoke to agenda item V.B. and reported that it was his understanding that Board member Mike Williams will bring to the Board 3 names of investigators to investigate this matter. He requested the name Napier be removed from this list because Mr. Napier works for the labor union of which the grievant is a member and Mr. Foy believes this to be a conflict of interest. He pledged his support to do everything he can to make sure ASDB's budget is not cut.

Sherri Collins checked to see if Michael Williams had reconnected to the meeting but Mr. Williams was still not present on the phone.

Sami Hamed thanked Mr. Foy for his work on these matters over the last few years, and for doing this for free. Sami Hamed thanked Michael Williams for his work as well.

Henry Garcia, public member, commented on what he referred to be a hypocrite law that requires interpreters to be certified, but public school interpreters don't have to be certified. He expressed unhappiness with President of the Board and questioned the process for choosing Board President without an evaluation process. He stated the kids need to be protected and kids are failing. He is going to send his concerns to all the legislators and the new Governor, and let them figure it out.

Sherri Collins responded to the criticism informing Mr. Garcia that he did not have the facts and reiterated that he may contact her office in order to get the facts.

V. Business Agenda

A. Review of the Superintendent's Contract Language for Discussion and Consideration

Mary Michaelis, Orlenda Roberts, and Sherri Collins spoke to the issue.

Discussion Highlights: Contract language as it relates to the evaluation of the Superintendent, and the need to put this on a future agenda since this has not been done.

B. Update Regarding the Status of the Investigation and Appointment of Investigator
Relating to the January 28, 2008 Communication Made Pursuant to Board Policy GBP for
Discussion, Consideration and Possible Action

Sherri Collins checked to see if Michael Williams had reconnected to the meeting and was not present on the phone (5:12 p.m.).

Jennifer Pollock connected by phone at approximately (5:15 p.m.)

Sami Hamed and Jennifer Pollock spoke to the issue

Discussion Highlights: Absent Michael Williams, Sami Hamed requested Chuck Foy to talk about the names on the list. Sami Hamed stated he heard two out of three names - Dale and Mike Water.

Michael Williams connected to the meeting at approximately 5:17 p.m.

It was moved by Sami Hamed, seconded by Frank Hernandez, and unanimously carried that the Board adjourn to executive session Pursuant to A.R.S. 38-431.03(A)(3) for the purposes of discussion/consultation for legal advice with the Board's attorneys as it relates to the investigation of communication to Board pursuant to GBP.

Adjourned at approximately 5:15 p.m. and resumed the public session at approximately 5:51 p.m.

Sami Hamed and Michael Williams spoke to the issue.

Discussion Highlights: Michael Williams requested the Board to allow him time to continue with a procurement officer to send out a request for qualifications and request for proposal in

response to some individuals who have been identified off the State Procurement list. As soon as those responses are received, he will forward this to the Board at the earliest possible convenience for their consideration and selection. Sami Hamed asked the Board to act swiftly.

C. First Reading of Grievance Policy GBM Revisions for Consideration and Possible Action

Sherri Collins, Mary Michaelis, Kacey Gregson, and Robert Hill spoke to the issue

Discussion Highlights: Proposed revisions involve a similar process followed by the Arizona Department of Administration; a hearing officer/investigator is the final level of the grievance process; consistency with newly proposed legislation that removes the ASDB Board from personnel matters.

D. Final Level Grievance and Addendum Dated January 26, 2009, for Discussion, Consideration, and Possible Action

Michael Williams disconnected at approximately 6:00 p.m.

It was moved by Sherri Collins, seconded by Frank Hernandez, and failed to pass by a vote of 5 opposed, and 3 in favor that pursuant to A.R.S. 38-431.03(A)(1) and/or (3), the Board of Directors adjourn to executive session for the purposes of discussion/consideration of employment/personnel matters and/or discussion/consultation for legal advice with the Board's attorneys as it relates to the final level grievance and addendum dated January 26, 2009.

It was moved by Sami Hamed, seconded by Mary Michaelis, and unanimously carried that the Board of Directors refer the January 26, 2009 final level grievance and addendum to a hearing officer.

Discussion Highlights: Board option to consider the grievance or refer to hearing officer.

Sami Hamed, Sherri Collins, Kim Anderson, and Kacey Gregson spoke to the issue.

E. Final Level Grievance Dated February 4, 2009 for Discussion, Consideration and Possible Action

It was moved by Mary Michaelis, seconded by Ray Mungaray, and unanimously carried to refer the final level grievance dated February 4, 2009 to a hearing officer.

F. Second Reading of ASDB's Probationary Policy GCG/GDG for Consideration and Possible Action

It was moved by Mary Michaelis, seconded by Orlenda Roberts, and unanimously carried that the Board approve the adoption of probation policy GCG/GDG with the changes as submitted to be effective July 1, 2009.

Sami Hamed made a friendly amendment to add the words classified and certified staff to the policy but withdrew upon discussion.

Sami Hamed, Orlenda Roberts, Robert Hill, Mary Michaelis, Sami Hamed, Ray Mungaray, and Frank Hernandez spoke to the issue.

Discussion Highlights: Definitions for purposes of the policy are provided in the proposed revisions to policy; Superintendent will be submitting further recommended revisions to policies and regulation impacted by the change in the probationary period; and Superintendent to provide Board opportunity to review administrative regulations prior to implementation by the Superintendent.

G. Approval of Positions Designated To Evaluate Employee Performance for Consideration and Possible Action

It was moved by Mary Michaelis, seconded by Kacey Gregson, and unanimously carried that the Board approve the designation per the attached list to evaluated employee performance as recommended by the Superintnednet; and, approves the retitling of these positions as necessary so long as the responsibilities of the position continue to include evaluation of staff.

Public Comment

The Board allowed an additional public comment on agenda items due to the late arrival of an individual driving from Phoenix.

Judy Robbins, ASDB-Phoenix employee, spoke to budget considerations, and provided suggestions she would like the Board to consider if and when ASDB's budget is cut and asked the Board to minimize the impact to students. She explained that while communications with the Board has provided a snail mail option and an email option, she doesn't trust the email system at ASDB and prefers to have a face-to-face communication.

H. Scheduling of a Special Meeting of the Board, Prior to the Regular April Meeting, to Conduct a Study Session Regarding ASDB's FY09 and FY10 Budget Reductions for Consideration and Possible Action

It was moved by Sami Hamed, seconded by Ray Mungaray, that the Board hold a special study session on Monday, March 23 at 5:00 p.m. open to Tucson and Phoenix

It was moved by Sami Hamed, seconded by Ray Mungaray, that the Board hold a special study session on Tuesday, March 24, at 5:00 p.m.

Sami Hamed withdrew his second motion on the table and Ray Mungaray withdrew his second of the motion.

Sami Hamed, Kacey Gregson, Orlenda Roberts, Frank Hernandez, Mary Michaelis, and Robert Hill spoke to the issue.

Discussion Highlights: Available dates of all Board members and Superintendent, time and location for meeting.

It was moved by Sami Hamed, seconded by Ray Mungaray, that the Board hold a special study session on Monday, March 23, 2009, at 4:00 p.m., and unanimously carried.

Sherri Collins commented that the meeting be based in Phoenix with access by phone in Tucson.

I. Scheduling of a Special Meeting of the Board to Conduct a Study Session Regarding Board Leadership for Consideration and Possible Action

Sherri Collins, Mary Michaelis, and Sami Hamed spoke to the issue.

Sami Hamed left the meeting at 6:30 p.m.

VI. Consent Agenda for Consideration and Possible Action – (Exhibit 7)

- A. Confirmation of the February 5, 2009 Board Meeting Minutes
- B. Approval of Contracts and/or Agreements with San Carlos Unified School District, Indian Oasis-Baboquivari Unified School District #40 and Murphy Elementary School
- C. Approval to Accept Donation from Valley of the Sun United Way

It was moved by Mary Michaelis, seconded by Kacey Gregson, unanimously carried that the Board approve the Consent Agenda.

Mary Michaelis noted the February 5, 2009 minutes indicate that the item to delegate authority was not on this agenda.

VII. Public Comment on Non-Agenda Items

Judy Robbins, ASDB-Phoenix employee, complained that it is difficult to access any revisions for policies on ASDB's cumbersome online system. No one has seen any of the revisions that have been proposed to policies and procedures related to grievances or other items. Went to her supervisor, principal and secretary in the principals office and they didn't have the policies because they have the same experiences. Staff can't provide input if information is not being put out. She doesn't know what the Board is voting on.

VIII. Adjournment

It was moved by Ray Mungaray, seconded by Frank Hernandez, and unanimously carried that the Board adjourn the meeting.

The meeting was adjourned at 6:36 p.m.

ASDB PERFORMANCE EVALUATORS

Approved by the Board action on March 5, 2009

Positions listed below have been authorized as Performance Evaluators to evaluate employee performance if required of the position.

TITLE

Accountant I

Accountability Specialist

Administrative Assistant

Assistant Principal

Assistant Director (All Programs/Departments)

Assistant Superintendent
Buyer
Coordinating Teacher
Dean
Director (All Programs/Departments)
Educational Interpreter, Lead
Executive Assistant
Executive Staff Assistant
Facilities Maintenance Team Leader
Fiscal Services Specialist
HR Analyst
HR Senior Analyst
Interpreter Trainer
Lead Interpreter
Manager (All Programs/Departments)
Master Teaching Parent
Media Specialist
Outreach Coordinator
Payroll Specialist
Physical Ed/Athletics Coordinator
Principal
Related Services Team Leader
Registered Nurse
Storeskeeper II
Supervisor (All Programs/Departments)
Superintendent
Supervising Teacher
Staff Development Specialist
Transportation Coordinator